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CONFIDENTIAL
Not for publication

M I N U T E S

OF THE

MEETING OF THE EXECUTIVE COMMITTEE

OF THE

WORLD COUNCIL OF CHURCHES

23 - 24 March 1990

Meeting held at the

Ecumenical Institute, Bossey, Switzerland

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WORLD COUNCIL OF CHURCHES

EXECUTIVE COMMITTEE MEETING

Ecumenical Institute, Bossey, Switzerland
23-24 March 1990

1. OPENING ACTIONS

A. Worship

Worship was planned by Mr Yorgo Lemopulo on behalf of the staff task force on Assembly Worship, and took place on both mornings in the Chapel of the Ecumenical Institute.

B. Introduction

The Moderator convened the meeting at 9.00 hrs on Friday 23 March. However, since the Finance Sub-committee - meeting together with the Finance Committee of the Central Committee - was still in session, it was decided that the Programme Sub-committee and the Staffing and Nominations Sub-committee also do their work during the morning sessions.

C. Roll call

At the afternoon session at 15.00 hrs, the General Secretary called the roll of those attending and presented apologies from His Eminence Chrysostomos, Metropolitan of Myra; Dame Nita Barrow, Metropolitan Antonie of Transsylvania, Mr Bena-Silu, Rev. Puafitu Faa'alo, and Dr Janice Love.

D. Minutes

The minutes of the meeting held in Zagorsk, USSR, 13-15 July 1989, having been previously circulated, were confirmed.

E. Adoption of agenda and timetable

The General Secretary presented a revised agenda and timetable, which were adopted. Dr Nababan said it had been helpful to start the meeting with the Sub-committee work and proposed that this order of business be repeated at future meetings.

2. REPORT OF THE GENERAL SECRETARY

The General Secretary began by welcoming Pasteur Jean-Pierre Jornod a member of Central Committee and former President of the Swiss Protestant Church Federation, who was working in the office of the Assistant General Secretary for Finance and Administration in the interim period until the arrival of the successor to Patrick Coïdan in September.

The General Secretary continued by giving a brief survey of visits to various parts of the world mentioning areas requiring special attention by staff and member churches.

A. Namibia: Staff have been closely monitoring the situation in the country during the pre-election period. PCR organised the presence of observers during the elections, and CICARWS is closely involved in efforts to assist returning refugees. The churches, through the Namibian Council of Churches, have played a fundamental role in the whole process leading to independence, and will continue to do so. Dame Nita Barrow and Dr Lois Wilson, together with some staff members, were present for the Independence celebrations on 21st March and would have an opportunity to report personally on their experiences at the forthcoming meeting of the Central Committee.

B. South Africa: In February, PCR organised a meeting for church leaders in Harare following the release of Mr Nelson Mandela, to seek ways of continuing the struggle in solidarity with the churches. True liberation and the ending of apartheid remains the goal towards which all continue to strive.

C. Delegations were sent to Nicaragua to monitor the electoral process there, and also to Chile to oversee their elections.

D. Central and Eastern Europe: Events in this region were being followed with deep interest and passion. Ninan Koshy has written an analysis of the situation for Central Committee and time would be given for presentations and discussion on the issues during the Central Committee meeting. Two problems merit particular mention:

- Uniatism is a central issue especially in the Soviet Union, but so far the WCC has not been asked to take any part in the recent negotiations that have taken place between the Holy See and the Russian Orthodox Church. Questions were being raised about the role of the WCC in such a case. There would be some further discussion on the issue during Central Committee.

- There is a new openness in Central and Eastern Europe which has given opportunities for religious groups from the West to bring in all kinds of literature and popular materials. Those in the former socialist countries have until now been "protected" from such things and need help in learning how to discern what is of value and what is not.

E. Ethiopia: A WCC delegation including the General Secretary visited Ethopia during the Epiphany celebrations; a number of other ecumenical guests were also present and the visitors featured regularly in the media.

The WCC has a long association with the churches in Ethiopia which are growing in numbers and learning, sometimes painfully, to work together ecumenically through the Relief Committee, trying to cope with the problems confronting the country.

The visit was against the background of the civil war between three opposing liberation movements. After many attempts, permission had been obtained from the government to convey relief supplies under the banner of the ecumenical movement, but the problems are by no means resolved. The government expressed appreciation for the help given by the World Council over the years, not only in relief work but also for CCIA's efforts to facilitate the peace process.

F. A new council of churches had been formed in Southern Sudan in an attempt to normalise church life. CCIA continues to monitor the potential for peace negotiations.

G. In January the General Secretary attended the Assembly of the Middle East Council of Churches' (MECC) in Cyprus. Of particular significance was the acceptance into MECC membership of the seven Roman Catholic Churches in the Middle East; these are autonomous churches with their own patriarchs which claim a certain autonomy from Rome.

H. The Assembly of the Lutheran World Federation took place in Brazil in February, with an inspiring theme, "I have heard the cry of my people". Rev. Meinrad Piske, as the presiding local pastor, acted as host. There had been too great an emphasis on internal matters especially those related to restructuring. LWF now sees itself as a "communion" rather than as a "free association" of churches.

I. The World Convocation on Justice, Peace and the Integrity of Creation took place in Seoul, Korea, in early March; a full report and documents would be shared with the Central Committee. The Convocation had not found it possible to receive the draft document which was attacked as "too Western"; clearly there continues to be considerable "mistrust" between those from the South and those from the North. With regard to the Affirmations, however, the Convocation did accept the revised texts, and these will provide substantial input for the WCC's work in the field of social ethics.

The covenanting was in two parts, of which the bilateral regional covenants were the most moving although they have no official status. Four covenants were accepted (instead of the three proposed) but the time available was too short and voting had to be limited to the "conceptual descriptions" of the covenants.

J. Sixth Report of the Joint Working Group: A certain malaise was created by the Holy See's decision to send only 20 consultants to the JPIC Convocation instead of the 50 delegates invited by the WCC. The RCC explained the long delay in their decision as a sign of the seriousness with which they had treated the invitation.

Many RCC action groups were disappointed by this decision of the Holy See and some 80 Roman Catholic visitors representing various orders and groups came to Seoul on their own initiative.

3. DISCUSSION OF GENERAL SECRETARY'S REPORT

With regard to the JPIC World Convocation, Dr Bührig said one of the lessons to be learned from Seoul was the importance of giving greater attention to regional issues. Seoul had been a learning experience for some third-world participants who had come to a new realisation that people in the first world also have their struggles. She urged too that the WCC give attention to finding another style for plenary sessions; our procedural rules of debate are not adequate for the kind of drafting work that had to be done.

Mr Piske felt that regional meetings are not always helpful because they may lead people to see things from a limited perspective instead of as a whole from a global perspective, which could give rise to "friend versus enemy" images. Many participants had not been to a world gathering before and were baffled by references to previous WCC meetings (such as El Escorial, Larnaca) that held no meaning for them. He also criticised the accommodation arrangements which were the source of much dissatisfaction for many delegates.

Bishop Toth expressed concern about the lack of clarity as to how the conciliar process on JPIC should continue: a clear orientation is needed from the Central Committee.

The Moderator saw Seoul as an important step but he felt we have not found the right way for a world meeting to reach real engagement; we need to consider how we can act ecumenically and yet be concrete and local. The act of covenanting was something new and caused problems for many participants while the Affirmations should be seen as the beginning of an ecumenical catechism on social, ethical and survival questions of our time and as an entry point for further work.

Archbishop Kirill gave some background on the problem of the Uniates which had been a central issue in the conversation between President Gorbachev and the Pope. The Soviet government agreed - for the first time in such a case - to accept the decision of the churches on the matter. A commission representative of the four parties involved (Vatican, Moscow Patriarchate, Orthodox Church in the Ukraine and the Uniate Church) met in early March and it appeared that some progress was made. However, the Uniate representatives disagreed with those from the Vatican. The situation is worsened because of radical political pressures which are strong in the Ukraine.

The attitude to participation by the WCC and the ecumenical movement - or by any outside body - is very negative, and it is felt that Ukrainians must find their own solution to the problems. However, Archbishop Kirill saw the issue as a challenge to the ecumenical movement and asked that opportunity be given for discussion about it during the forthcoming Central Committee. Metropolitan Gregorios supported this proposal, suggesting that a pre-assembly consultation on the problem would be helpful since this is such an important issue especially for the Orthodox.

In relation to the new situation in Eastern and Central Europe, Metropolitan Gregorios referred to the tendency whereby the

churches are trying to absolve themselves from complicity in past collaboration by condemning the church leaders of the time.

Bishop Toth emphasised the importance of the WCC recognising its mistakes of the past, particularly in not condemning the policies of the Ceaucescu regime in Romania. He pointed to some of the characteristics of the different countries of Eastern Europe while noting that, notwithstanding, great differences exist between them:

- the attraction of capitalism which many see as the answer to their problems,
- the self-centred attitude of the churches in the region, and the resulting fear of those in the third world that less attention will be given to their needs,
- nationalism and ethnic tensions: how can the WCC help the churches to act in the complex situations they are facing? The proposal to bring together Hungarians and Romanians in a consultation should be kept in mind.

Ms Abayasekera spoke of the continuing difficult situation in Sri Lanka and repeated the request made in Seoul that the WCC arrange a team visit to the churches there, not just for a few days but for a longer period. Such a team should include people who have been through similar conflict situations who can bring courage to those in the churches and help them to take appropriate action.

Referring to the LWF Assembly in Curitiba, Mr Piske felt that, even though the Brazilian context had not been fully experienced, there had been a good theological discussion on aspects of koinonia which had been lacking in San Antonio. He saw the LWF as opening out towards a clearer vision of the ecumenical movement. The Moderator said that visits to different areas following the meeting had brought the Brazilian context alive for many.

On the question of Roman Catholic relations, Mr Voksoe stressed the need for a full discussion which had been postponed for too long. Certain problems had been raised by the JPIC process which should be sorted out prior to Canberra.

The General Secretary thanked members of the Committee for their remarks and responded to the points made. He referred to a meeting of European church leaders planned by the Conference of European Churches in Geneva at the end of April, as well as to a consultation being organised jointly by CWME, CCPD and CICARWS to take place in Moscow in May. These gatherings would provide opportunities for some analysis on the meaning of recent events in Central and Eastern Europe for the churches and the ecumenical movement.

4. MODERATOR'S REPORT TO THE CENTRAL COMMITTEE

The Moderator outlined his report to the Central Committee. He would concentrate on developments since the Vancouver Assembly and would go on to provide a theological input on the theme of the Canberra Assembly. He would also include reference to events in Central and Eastern Europe, and to the JPIC Convocation in Seoul. Metropolitan Gregorios asked that, in relation to the theme "Come,

Holy Spirit - Renew the whole Creation", the Moderator include mention of the work of the Holy Spirit outside the church in the whole of creation. Bishop Hempel also requested greater emphasis on the work of the Holy Spirit as we look towards Canberra.

Both the Moderator and the General Secretary would refer to Romania and the action taken by the WCC in Moscow; there would certainly be criticism of the stance taken although the intention was to help the member churches there in their ongoing ministry to the Romanian people. Bishop Hempel felt that the principle of protecting the churches can become counter-productive, as there are cases where confrontation does help to counteract wrong developments. Are we listening to the church leaders rather than to the people in the churches? Reference was made to situations in the past where the Council has not spoken publicly but has nevertheless taken action in other ways. Perhaps some evaluation of WCC actions in such cases should be undertaken.

5. PUBLIC ISSUES

Mr Koshy introduced a document proposing that the Central Committee make a statement on the new situation in South Africa, and adopt a resolution supporting an initiative by the Middle East Council of Churches, "Christians for Peace in the Holy Land".

A. PCR had convened an emergency consultation on South Africa in Harare, Zimbabwe in February to reflect on the new developments in South Africa, to agree on common strategies and to set priorities for effective action to bring about the elimination of apartheid. The consultation had called on the WCC to take several actions to respond to the new situation.

It was noted that there would be a special session on South Africa during Central Committee to be addressed by Rev. Frank Chikane.

B. In November 1989 the MECC convened an international meeting in Geneva which resulted in the initiative "Christians for Peace in the Holy Land". This proposed that in the period between Palm Sunday and Pentecost (which in 1990 are shared by both the Eastern and Western churches), churches throughout the world should join the churches of Jerusalem in prayers for peace in the Holy Land. The LWF and CEC had already endorsed such action.

C. There was a request for action on the Lebanon in view of the continuing agony and suffering in that country, and the new conflict going on in East Beirut causing further problems for the churches. The WCC has refrained from public action but representatives from the region were now asking the WCC to take some action.

D. Several members stressed that a meeting of the Central Committee could not take place at this time without a statement being made on the new situation in Central and Eastern Europe, referring to recent developments and looking towards the future in terms of new opportunities for fellowship and support. Mr Koshy said that two sessions during Central Committee would be devoted to a

discussion on Eastern Europe and he had prepared an analysis pointing to the changes, their consequences and the implications both for the churches in the region and for the WCC.

The Executive Committee agreed to present these four issues to the Central Committee for appropriate action.

Mr Koshy reminded the Committee of the booklet published in 1986 on "The Role of the WCC in International Affairs" which spells out the different ways in which the WCC acts or when it speaks on various situations. The general policies remain valid even if expectations and responses are sometimes conflicting.

6. REPORT OF PROGRAMME SUB-COMMITTEE

In the absence of the Moderator of the Sub-committee, Metropolitan Gregorios presented the report:

A. Access to audio-tapes of Central Committee meetings

The Sub-committee suggested the following revised guidelines for access to Central Committee tapes:

1. The practice of audio-taping all plenaries of Central Committee, except closed sessions, would continue;

2. Requests for use of the audio-tapes, except in the case of the press, should go to the General Secretary;

3. Accredited press would have access to the audio-tapes during the meeting. The WCC would not provide copies of official tapes. The press may, however, tape sessions.

It was noted that any session of Central Committee considered to be of a particularly sensitive nature could be deemed a closed session and thus would not be tape-recorded.

It was further noted that, if at any future date the question of video-taping sessions were raised, specific guidelines would have to be drawn up.

The Executive Committee approved these guidelines.

B. Language Policy (interpretation)

The Sub-committee considered a series of proposals from the Staff Executive Group towards a revised WCC language policy. The present policy enables delegates fluent in any of the five official languages to take part in discussions, but those not able to express themselves fluently in these languages usually refrain from speaking, even if they understand the written word. Ecumenical discussion is thus diminished and their churches do not have such direct access to ecumenical concerns.

It was therefore proposed that the language needs of delegates should be the determining factor, and to this end that the responsibility for interpretation become that of the member churches rather than of the WCC administration. In some cases financial assistance would be necessary, and appropriate guidelines would have to be established.

The Sub-committee suggested the following guidelines for a trial period of three years beginning after the Assembly in 1991 with the first full meeting of the new Central Committee:

1. The languages of the WCC are the languages member churches use in their communication with one another, though for reasons of convenience some languages have been more in use than others;

2. In official meetings of the WCC, every member church has the right to communicate in the language of its choice;

3. In exercising that right, the member church has the responsibility to provide interpretation into other languages in use;

4. To help member churches meet the costs of providing such interpretation, the WCC undertakes to provide a subsidy to the church concerned, according to a set of agreed guidelines and within a given budget.

This revised policy would be a significant step toward a truly global fellowship. The Sub-committee therefore recommended:

1. that Central Committee approve the guidelines proposed;

2. that Central Committee authorise the Executive Committee to approve the guidelines for subsidising additional interpretation facilities;

3. that, despite the fact that Assembly delegates have already been chosen with the old language policy in mind, the Assembly Planning Committee give special attention to the possibility of adding at least two Asian languages and one African language among the working languages at the Seventh Assembly in Canberra, to promote greater communication among participants and witness to the global character of the WCC.

In discussion, Dr Post pointed out that the APC had already agreed to add one Asian language to the official languages for the Assembly and in view of the large number of delegates from the Indonesian churches it was proposed to take Indonesian. Although it would be nice to be able to add other languages, there was the question of budget to be considered.

Mr Voksoe considered that providing interpretation during meetings is not in itself sufficient to facilitate wider communication among delegates. Dr Tolen felt that in general people should be more tolerant about the difficulties experienced by those speaking in

their second or third languages who were sometimes made to feel embarrassed if they did not fully grasp all the nuances of a discussion.

The Executive Committee agreed to these recommendations.

C. Draft Programme for Central Committee

The draft programme for the forthcoming meeting of the Central Committee was approved, noting that a change might have to be made depending on the arrival time of Rev. Frank Chikane who was to be the speaker at the plenary session on Southern Africa.

7. REPORT OF NOMINATIONS SUB-COMMITTEE

In a closed session, Dr Talbot presented the report of the Sub-committee:

A. Assembly delegates

It was reported that at 12 March 1990, 601 delegates to the Assembly had been nominated by 201 churches: 412 men; 189 women (31.45%), and 42 youth (6.99%). A total of 70 churches had not yet nominated their delegates (255 seats).

With regard to delegates in the 15% category, the Executive Committee was reminded of Rule III 1 a) 3) as follows:

"3) The remaining delegates, not more than 15 per cent, shall be elected by certain member churches upon nomination of the Central Committee as follows:

1. If the Moderator or any Vice-Moderator of the Central Committee is not elected a delegate ... the Central Committee shall nominate such officer to the member church of which such officer is a member. (See also paragraphs 5 and 6 below.)

2. The Central Committee shall determine the categories of additional delegates necessary to achieve balance in respect of:

   a) the varied sizes of churches and confessions;
   b) the historical significance, future potential or geographical location and cultural background of particular churches, as well as the special importance of united churches;
   c) the presence of persons whose special knowledge and experience will be necessary to the Assembly;
   d) proportions of women, youth, lay persons and local pastors.

3. The Central Committee shall invite the member churches to propose the names of persons in the categories so determined whom the churches would be willing to elect, if nominated by the Central Committee.

4. The Central Committee shall nominate particular individuals from the list so compiled to the member churches of which each individual is a member.

5. If that member church elects the said nominee, he or she shall become an additional delegate of that member church.

6. The member churches shall not elect alternate delegates for such delegates.

Member churches are encouraged to consult regionally in the selection of the delegates described in paragraphs 2 and 3 above, provided that every delegate is elected by the church of which he or she is a member in accordance with its own procedures."

Dr Talbot said the Sub-committee had discussed the question of the 15% delegates and recommended that:

1. In order to have a larger pool from which to select names to propose in the 15% category, churches which are eligible to propose such names but have not done so be urged again to respond, and that churches which do not plan to propose names be asked so to inform the WCC;

2. churches be reminded that delegates named in the 15% category become full delegates with the same status as other delegates. Although churches are expected to pay the expenses of their delegates, no distinction is made in the event of a request for financial subsidy between those in the 15% category and other delegates;

3. in order to have the possibility of wider representation of churches and regions among the 15% delegates, the Central Committee nominate at this time only one person per church among the women and youth proposed (i.e. 29 persons), with the exception that one youth and one Aboriginal woman from the Uniting Church in Australia be proposed;

4. the Officers be authorised to decide among all other proposals received by 30 June with priority to be given to youth and women, according to Rule III 1 a) 3) above;

5. further proposals be brought to the Executive Committee in September;

6. in accordance with the Rules (3) 1. above), the Moderator, Dr H. J. Held, and the Vice-moderator, Dr S. Talbot, be nominated to their churches in the 15% category, inasmuch as they have not been named as delegates by their churches.

In discussion, Dr McCloud said that although he saw the need to increase the percentage of women and youth to meet the criteria already agreed, the number of lay men was also very low. He did not feel therefore that it was appropriate to appoint only women and youth in the 15% category.

Dr Wilson urged that the proposals for the 15% be coordinated with the list of proposed advisers to avoid giving undue representation to some churches.

The General Secretary explained that all names come from the churches, but from among these names the Central Committee decides whom to nominate to their churches for appointment.

With regard to advisers, the process of collecting names is just beginning and any suggestions would be welcomed. This list would be coordinated with those on the 15% list, and would come to the Executive Committee in September.

Mr Briggs pointed out that delay in appointing the 85% and 15% delegates would increase the likelihood of those in the latter category missing out on some of the preparatory process, thus emphasising rather than minimising the difference between them.

With regard to Orthodox delegates, there is a commitment that 25% of delegates be from the Orthodox Churches. These negotiations are still in process.

There followed considerable debate on the status of the Presidents at the Assembly. According to the Rules, if not proposed as delegates by their churches, they have the right to speak but not to vote. Presidents may also preside at General and Deliberative Sessions of the Assembly.

The Rules state that the Presidents are elected to serve until the end of the Assembly following their election. The Executive Committee **agreed** that it should be made clear that they would be ex-officio full voting members at that Assembly. Mr Briggs was asked to draft a proposal for appropriate revisions to Rule III for action by the Central Committee.

Dr McCloud asked whether members of the present Executive Committee were expected to meet prior to the Assembly and then attend the Assembly; it has been a tradition that the Moderator of the outgoing Finance Committee makes a report at the Assembly but he had not been appointed as a delegate by his church and did not feel it would be appropriate since he had already attended two assemblies.

The General Secretary confirmed that the Executive Committee would meet in Canberra on 4-6 February 1991 (arrival on the 3rd) (see Executive Committee minutes, Atlanta, September 1987, p.37)

The Executive Committee **adopted** this report and **agreed** on the list of 32 names to be proposed to the Central Committee.

B. Other Assembly Participants

Dr Talbot introduced a document reporting on participants who have so far registered in categories other than delegates, including representatives of associate member churches, associate councils, CWME affiliated bodies, regional councils and conferences, Christian world communions and world ecumenical bodies.

With regard to additional invitations, it was proposed that non-member churches and organisations represented at Vancouver and which express interest, be invited to be represented at Canberra; that NCCs which are not official "associate councils" of the WCC or affiliated with CWME be invited to send one observer each; that member churches wishing to send their ecumenical officers be invited to do so in the category of observer.

The Executive Committee noted these proposals, authorising the Officers to act on other requests received and to report back to the Executive Committee in September.

With regard to Advisers, the Executive Committee agreed that the following 12 persons be invited as Advisers to the Worship Committee:

Members of the Assembly Worship Committee (AWC) not appointed as delegates of their churches:

- Rev. Per Harling, Church of Sweden
- Rev. Jaci Maraschin, Episcopal Church of Brazil
- Rev. Dorothy McMahon, Uniting Church in Australia
- Rev. Lydia Niguidula, United Church of Christ in the Philippines
- Ms Dinah Reindorf, Methodist Church, Ghana.

Persons proposed as animators for the worship life of the assembly:

- Fr Thomas Kane, Roman Catholic Church, USA
- Rev. I-to Loh, Presbyterian Church of Taiwan (Philippines)
- Ms Simei Monteiro, Methodist Church of Brazil
- Mr George Mxadana, Church of the Province of Southern Africa, South Africa
- Rev. Pablo Sosa, Methodist Church, Argentina
- Rev. Milos Vesin, Serbian Orthodox Church, Yugoslavia
- Ms Tricia Watts, Roman Catholic Church, Australia.

A first list of names for the 75 Advisers provided by staff was shared for information, and Executive Committee members were asked to make any other proposals they deemed appropriate for advisers in relation to the Assembly programme (sections, plenaries, committees, speakers, etc.). The Officers would be asked to bring a final list of proposals to the Executive in September.

C. Assembly Nominations Process

Dr Talbot reported that the Nominations Sub-committee had discussed the evaluation of the nominations process in Vancouver, as submitted to the Central Committee in 1984 and commended for reconsideration prior to Canberra. One of the recommendations made in relation to the election of the new Central Committee was that a simpler, more open process be established for Canberra. To this end the Sub-committee had looked at a number of proposals, and recommended that the Executive Committee consider the following:

- that the Assembly elect the five members of Central Committee representing the associate member churches (at present elected by the Central Committee).

The Executive Committee **agreed** to this proposal. As it involves amendment to the Constitution and Rules, the required changes would be submitted to the forthcoming meeting of Central Committee for approval.

Dr Talbot presented two further proposals which would not entail a change to the Constitution and Rules:

- that a Moderator of a Preparation for Nominations group and two other persons be appointed now by Central Committee to do preparatory work with the General Secretary and staff;

- that the Executive Committee in September appoint additional persons to the preparatory group and propose to the Assembly this same group (about 30 persons including Moderator and Vice-moderators) as the Nominations Committee of the Assembly.

In discussion, Dr McCloud proposed that this Committee - or at least its Moderator and Vice-moderators - be composed of the Staffing and Nominations Committee already in existence as part of the Executive Committee. This group could perhaps meet in advance of the September Executive Committee meeting. He reminded the Committee that, prior to Nairobi, the fact that a core group had started work earlier than the full committee had not caused any problem; this had only been the case at Vancouver.

Dr McCloud requested that, if the Executive Committee were to work on the matter at its September meeting, members should receive beforehand a full list of delegates, not simply a list of 30 names proposed by staff. Some prior study on the policy for the nominations procedure should be done in order to avoid mistakes made in the past.

There was general agreement with Dr McCloud's proposal.

The Executive Committee **approved** the proposals of the Sub-committee, and the General Secretary was requested to inform the Central Committee about the Assembly Nominations procedures in writing.

D. Vacancies on Central Committee

The Nominations Sub-committee considered proposals for the replacement of two members of Central Committee who had resigned. In a closed session, Dr Talbot presented the names proposed for nomination to the Central Committee to fill these vacancies.

The Executive Committee **agreed** to nominate the Rev. Edea Kidu (United Church in Papua New Guinea and the Solomon Islands) to replace Rev. Albert Burua, and Bishop James Clinton Hoggard (African Methodist Episcopal Zion Church, USA) to replace Mrs Rena Karefa-Smart.

E. Applications for Membership

The Sub-committee studied three applications for membership and one for associate membership in the WCC. In a closed session, Dr Talbot said that although it had not been possible to arrange visits to all the churches concerned, the applications were warmly recommended by the respective regional and national ecumenical bodies. The Sub-committee therefore proposed that the Executive Committee recommend that the Central Committee accept the applications as follows:

- the Evangelical Lutheran Church of Papua New Guinea
- the Evangelical Lutheran Church in Zimbabwe
- the Reformed Church in Zimbabwe;

and as an associate member church

- the Christian Protestant Angkola Church, Indonesia (Gereja Kristen Protestan Angkola - GKPA).

The Executive Committee agreed.

8. STAFFING MATTERS

In a closed session, Dr Talbot presented the report of the Staffing Sub-committee.

A. Appointments by Executive Committee

The Executive Committee authorised the General Secretary to proceed with the following appointments and contract extensions, to be binding only as from the actual signing by both parties of the corresponding contracts:

GENERAL SECRETARIAT

Department of Communication

Mr Kenneth Mubu (Zambia, Baptist) as Press Officer/EPS Editor, for three years from an agreed date

Finance Department

Mr Michel Monjol (France, Roman Catholic Church) as Finance Officer (Unit II and General Secretariat) for four years from 1 April 1990

Ms Catherine Inoubli (France, Roman Catholic Church) as Administrative Assistant, Computer Applications Training, for four years from 1 April 1990

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Mr Samuel Isaac (India, Church of South India), at present Acting Deputy Director and Secretary for Personnel and Human Resource Development, as Deputy Director from 1 April 1990

Mr Francis Muhungi Kanyoro (Kenya, Evangelical Lutheran Church in Tanzania), at present Consultant, ECLOF, as Director, ECLOF, for four years from 1 April 1990

Mr Patrick Taran (USA, Religious Society of Friends), as Secretary for Migration, for four years from an agreed date

UNIT III

Youth

Ms Anu Talvivaara (Finland, Finnish Orthodox Church [Eastern]) as Programme Secretary for four years from an agreed date.

B. Contract Extensions

All the contract extensions listed below are for three years unless otherwise stated:

GENERAL SECRETARIAT

Office of the General Secretary

Ms Jean Stromberg (USA, American Baptist Churches in the USA), Assistant to the General Secretary, from 1 September 1991 (will complete 10 years' service)

Ecumenical Institute, Bossey

Ms Margrit Koch (Switzerland, Old Catholic Church of Switzerland), Librarian (non-programme) from 1 July 1991 (will complete 25 years' service)

Department of Communication

Mr Gilbert Cudré-Mauroux (Switzerland, Roman Catholic Church), Sound Technician, Radio/TV (non-programme), from 1 April 1991 (will complete 25 years' service)

Mr Thomas Dorris (USA, Evangelical Lutheran Church in America), Press Officer (English language) (non-programme), for 8 months from 1 September 1990 (will complete 9 years 8 months' service)

Personnel Office

Rev. Carlos Sintado (Argentina, Evangelical Methodist Church of Argentina), Director (non-programme), from 1 July 1991 (will complete 13 years 6 months' service)

Ms Malena Wiehe (FRG, EKD [Lutheran]), Associate Director (non-programme) from 1 February 1991 (will complete 37 years 9 months' service)

Finance

Mr Chien Chun Wang (Republic of China [Taiwan]), China Evangelical Lutheran Church), Supervisor, Accounting Services (non-programme) from 1 September 1991 to retirement (30.09.93) (will complete 21 years' service)

Central Services

Mr Ermanno Vecchi (Italy, Roman Catholic Church), Director (non-programme), from 1 September 1991 (will complete 7 years' service)

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Mr Ghassan Rbeiz (Lebanon, Greek Orthodox Patriarchate of Antioch and All the East [Eastern]), Area Secretary, Middle East, for 1 year from 16 July 1991 (will complete 13 years' service)

Programme to Combat Racism

Ms Jean Sindab (USA, Progressive National Baptist Convention Inc.), Programme Secretary, for 9 months from 1 July 1990 (will complete 4 years 9 months' service)

UNIT III

Education

Ms Teny Pirri-Simonian (Lebanon, Armenian Apostolic Church [Oriental]), Secretary for Development Education, from 1 July 1991 (will complete 7 years 6 months' service)

Renewal and Congregational Life

Rev. Toshitsugu Arai (Japan, The United Church of Christ in Japan), Secretary for Lay Academies, from 1 April 1991 (will complete 10 years' service).

C. Internal Promotion from Grade 5 to Grade 6

The Executive Committee **agreed** that the following grade 5 staff members be promoted to grade 6, all the processes foreseen for this internal promotion having been fulfilled:

UNIT I

Commission on World Mission and Evangelism

Ms Dawn Ross (Canada, Presbyterian Church in Canada)

UNIT III

Education/Women in Church and Society

Ms Jeanne Becher (USA, Episcopal Church [Anglican])

Renewal and Congregational Life

Ms Evelyn Appiah (Ghana, Methodist Church).

D. Appointments to be made by Central Committee

The Executive Committee **recommended** that the Central Committee authorise the General Secretary to proceed with the following appointments and contract extensions, to be binding only as from the actual signing by both parties of the corresponding contracts or contract extensions.

GENERAL SECRETARIAT

Office of the General Secretary

It was **recommended** that:

Rev. Michael Davies (UK, United Reformed Church in the UK) be appointed as Assistant General Secretary for Finance and Administration for five years from an agreed date

Ecumenical Institute (Bossey)/Programme on Theological Education

It was **recommended** (with two abstentions) that:

Dr Jacques Nicole (Switzerland, Swiss Protestant Church Federation) be appointed as Director for four years from an agreed date.

E. Contract Extensions to be made by Central Committee

All contract extensions listed below are for three years unless otherwise stated:

GENERAL SECRETARIAT

Department of Communication

Mr Jan Kok (Netherlands, Reformed Churches in the Netherlands), Director, from 1 May 1991 (will complete 21 years' service)

UNIT II

Justice Peace and the Integrity of Creation

Dr Preman Niles (Sri Lanka), Christian Church [Disciples of Christ]), Programme Director, for one year from 1 September 1990 (will complete 5 years' service)

UNIT III

Renewal and Congregational Life

Prof. Ion Bria (Romania, Romanian Orthodox Church [Eastern]) Director, from 1 April 1991 to retirement (30.06.94) (will complete 21 years 3 months' service).

F. Vacancies

On the recommendation of the Staffing Sub-committee, the Executive Committee agreed to give power to the Officers to fill urgent vacancies that must be filled prior to its next meeting.

An additional position was added to the list of vacancies for a Pacific Area Desk Secretary in CICARWS; this position has been held by a Consultant since January 1989.

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The following points were noted in discussion:

- There should be standardisation in the terminology of titles used to describe staff positions, with special reference to those used by ECLOF.

- It was suggested that attention be given to the possibility of finding candidates for programme staff positions from among women already in senior support staff positions, many of whom are already undertaking certain programme responsibilities.
  The General Secretary reminded the Executive Committee that the initiative for staff appointments now belongs to commissions and working groups and he could only select from among the names submitted to him.

Dr McCloud circulated a paper entitled "Long-range Plan for Balancing Staff: Evaluation Report" which he asked members to study. He hoped it would be possible to arrange a meeting during the forthcoming Central Committee to discuss it.

9. REPORT OF THE FINANCE SUB-COMMITTEE

Dr McCloud presented the report of the Finance Sub-committee, which had met together with members of the Finance Committee of the Central Committee.

A. 1990 budget

The budget was reviewed in light of events since it was approved in July 1989. The exchange rate of Sfr 1.80 to the dollar had been approved at that time, but since early in the year this had been closer to Sfr 1.50, which has inevitable implications for the budget. Steps would be proposed to the Central Committee in order to reduce the anticipated shortfall on the 1990 budget.

It had been hoped to go to the Assembly with a balanced budget that was no longer dependent on the use of operating fund balances, but unfortunately this would not be possible. The Finance Committee is anxious to reduce the use of operating fund balances to balance the budget so that more flexibility can be given to the incoming Central Committee. Adjustments will therefore have to be made to the 1991 budget proposals.

Dr McCloud noted the large amount of special funding that the Council is engaged in, and the outstanding requests include the budget for the Assembly. He further reminded the Executive Committee of his earlier request to try and determine what financial resources should be available immediately following the Assembly. This could help the Finance Committee and staff as they work on the 1991 budget.

He spoke of the difficulties being faced by the Council in financial terms, particularly in view of the changing economic situation which has effects on the exchange rates we use; the static level of giving by the churches - even if they give the same or more, the Council receives less due to inflation. Recommendations on how to achieve better results would be shared with the Central Committee.

The Executive Committee approved the following recommendations:

1. that membership of the Investment Advisory Committee and the Audit Committee be increased from three to five members each;

2. that Mr Albert Keller, Assistant Vice-President of the Union Bank of Switzerland in Geneva, be appointed as a member of the Investment Advisory Committee;

3. that Mr Jean-Claude Ecklin, certified public accountant, be appointed as a member of the Audit Committee;

4. that Ms Lois Meyhoffer be appointed to the Provident Fund Board to represent retired members of staff (to replace Mr Hans Spaeter who is unfortunately too ill to continue in this task);

B. Seventh Assembly Budget

Dr McCloud reported that the Assembly Planning Committee (APC) recommended that:

- the revised budget for the Assembly totalling Sfr 10,500,000 be approved; it is understood that the APC has responsibility for its oversight;

- that the income situation as it relates to the total amount of expenditure authorised be reviewed in consultation with the APC in September 1990 so that any necessary revisions can be considered at that time.

The Executive Committee agreed.

Dr McCloud further noted that if all pledges are honoured and if churches which have not yet pledged support for the Assembly now do so, then the budget would be covered. This however is unlikely to be the case by September and consideration would have to be given on how to deal with any shortfall on income.

C. WCC Policy on Endowments, Wills and Bequests

Dr McCloud reported that there is a lack of clarity about WCC policy on endowments, wills and bequests. In terms of the legal situation related to the US Conference, the Finance Committee has agreed that one of its members will discuss the matter with representatives of the US Conference during the forthcoming Central Committee meeting so that an appropriate recommendation may be brought to the Executive Committee in September.
(The US Conference is a legal entity, and bequests are sometimes received in its name; if such bequests are undesignated, the question is whether the funds belong to the US Conference or to the WCC, thus the need for clarity on the matter.)

Dr McCloud concluded by expressing his thanks to the Finance staff for their work, and to Pastor Jean-Pierre Jornod, who is providing valuable assistance to the staff in the period until the newly appointed Assistant General Secretary for Finance and Administration takes up his work.

10. DATES AND PLACES OF NEXT MEETINGS

1990 22 September (arrival) - 29 September (departure)
Granvollen, Norway.

1991 3 February (arrival) - 6 February, Canberra, Australia
7 - 20 February - Seventh Assembly, Canberra, Australia
21 - 22 February - Newly-elected Central Committee,
Canberra, Australia.

11. CLOSING ACTIONS

The Moderator expressed thanks to all who were involved in the arrangements for this meeting and who helped to make members of the Executive Committee feel welcome:

- the staff of Bossey and in particular the Blue Angels for their assistance in various ways
- Mr Yorgo Lemopulo and a group from the Canberra worship team who led morning worship
- the interpreters: Ms Renate Sbeghen, Ms Ursula Zierl and Mr Mstislav Voskressensky
- the minute-writer, Ms Rosemary Green
- Ms Jean Stromberg, overall coordinator.

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APPENDIX I

ATTENDANCE

PRESENT

Presidents:	Dr Marga Bührig
	Metropolitan Dr Paulos Mar Gregorios
	Landesbischof Dr Johannes Hempel
	His Beatitude Ignatios IV
	Most Rev. W. Khotso Makhulu
	Very Rev. Dr Lois M. Wilson
Officers:	Rev. Dr Heinz Joachim Held (Moderator)
	Dr Sylvia Ross Talbot (Vice-moderator)
	Rev. Dr Emilio Castro
Members:	Ms Annathaie Abayasekera
	Archbishop Athanasios of Beni Souef
	Mr John H.Y. Briggs
	Ms Joyce Kaddu
	Archbishop Kirill of Smolensk
	Rev. Dr J. Oscar McCloud
	Ephorus Dr Soritua A.E. Nababan
	Rev. Meinrad Piske
	Ms Jean Skuse
	Dr Aaron Tolen
	Bishop Dr Karoly Toth
	Mr Per Voksoe
Consultants:	Ms Ruth Esche
	Rev. Dr Avery Post
Staff:	Rev. Dr Samuel Amirtham
	Rev. Dr Wesley Ariarajah
	Prof. Ion Bria
	Rev. Dr Christopher Duraisingh
	Rev. Dr Günther Gassmann
	Rev. Wesley Granberg-Michaelson
	Rev. Anna Karin Hammar
	Pasteur Jean-Pierre Jornod
	Mr Jan Kok
	Mr Ninan Koshy
	Dr Preman Niles
	Ms Mercy Oduyoye
	Mr Oh Jae Shik
	Rev. Clifford Payne
	Rev. William Perkins
	Rev. N. Barney Pityana

Dr Klaus Poser
Prof. Todor Sabev
Rev. Carlos Sintado
Ms Ruth Sovik
Ms Jean Stromberg

Worship — Mr Yorgo Lemopulo (for the Assembly Worship Task Force)

Interpreters: Ms Renate Sbeghen
Mr Mstislav Voskressensky
Ms Ursula Zierl

Minute Writer: Ms Rosemary Green

APOLOGIES

President: Dame Nita Barrow

Officer: His Eminence Chrysostomos, Metropolitan of Myra

Members: His Eminence Antonie, Metropolitan of Transsylvania
Mr Bena-Silu
Rev. Puafitu Faa'alo
Dr Janice Love

APPENDIX II

MEMBERSHIP OF SUB-COMMITTEES

Sub-committee on Programme

Metropolitan Chrysostomos	- Moderator	(absent)
Metropolitan Antonie		(absent)
Dr Marga Bührig		
Metropolitan Dr Paulos Mar Gregorios	- Acting Moderator	
Landesbischof Dr Johannes Hempel		
Patriarch Ignatios IV		
Ms Joyce Kaddu		
Dr Janice Love		(absent)
Ephorus Dr Soritua A.E. Nababan		
Dr Aaron Tolen		

Sub-committee on Finance

Rev. Dr J. Oscar McCloud	- Moderator	
Mr Bena Silu		(absent)
Rev. Puafitu Faa'alo		(absent)
Ms Jean Skuse		
Mr Per Voksoe		
Very Rev. Dr Lois Wilson		

Sub-committee on Staffing and Nominations

Dr Sylvia Ross Talbot	- Moderator	
Ms Annathaie Abayasekera		
Archbishop Athanasios		
Dame R. Nita Barrow		(absent)
Mr John H.Y. Briggs		
Archbishop Kirill		
Most Rev. W. Khotso Makhulu		
Rev. Meinrad Piske		
Bishop Dr Karoly Toth		